



DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY MATERIEL COMMAND
5001 EISENHOWER AVENUE, ALEXANDRIA, VA 22333 - 0001

REPLY TO
ATTENTION OF

AMCPE-CE

09 DEC 1998

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Question Pertaining to the Rank/Grade of a Rater

1. Headquarters, Department of the Army (HQDA) continues to be asked this question: "Is there anything in writing which says the rater, whether military or civilian, has to be at a higher grade level?" The Total Army Performance Evaluation System (TAPES) Newsletter, June 1996, stated that the answer is "No," as explained below:

a. "More often than not, the rater or senior rater (SR) is senior to the rated individual."

b. "For civilians, the rank is in the position, not the person. This means that if an individual, by position, supervises the ratee, then that person is normally the rater and the rater's supervisor is normally the SR."

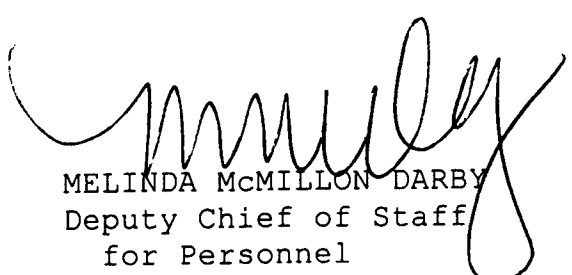
c. "If a military, regardless of rank, serves as the supervisor of a civilian, then that military can serve as the rater. Captains have served as raters to General Schedule 13's and 14's."

2. It is HQDA/AMC policy that the above does not apply to Senior Executive Service (SES) members who must have another SES member or General Officer in the rating chain as either the rater or SR.

3. The point of contact for this action is Teresa Greene, DSN 767-3408 or (703) 617-3408.

4. AMC -- America's Arsenal for the Brave.

FOR THE COMMANDER:


MELINDA McMILLON DARBY
Deputy Chief of Staff
for Personnel

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